

**MINUTES OF THE CITY OF LAS VEGAS CITY COUNCIL WORKSHOP
HELD ON MAY 15, 2018 AT 9:00 A.M.-3:00 P.M. IN THE CHARLIE'S SPIC
AND SPAN MEETING ROOM, 715 DOUGLAS AVE. LAS VEGAS, NM
87701**

MAYOR: Tonita Gurulé-Girón

COUNCILORS: David A. Ulibarri, Jr.
Vincent Howell
David G. Romero
Barbara A. Casey

ALSO PRESENT: Ann Marie Gallegos, Interim City Manager
Danielle Sena, Recorder
Greg Stuart, Harmony Solutions Representative
Tim Dodge, Harmony Solutions Representative

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

Councilor Howell prayed for guidance in what needs to be done as a Governing Body, asked for God's grace in making the right decisions and prayed for moisture in the community.

APPROVAL OF AGENDA

Councilor Ulibarri Jr, made a motion to approve the agenda as is. Councilor Howell seconded the motion. Mayor Gurulé-Girón asked for roll call. Roll Call Vote was taken and reflected the following:

David G. Romero	Yes	Barbara A. Casey	Yes
Vincent Howell	Yes	David A. Ulibarri, Jr.	Yes

Deputy Clerk Sena re-read the motion and advised that the motion carried.

PUBLIC INPUT

Interim City Manager Ann Marie Gallegos advised that there was no one signed up for Public Input.

Workshop Introduction by Mayor Tonita Gurulé-Girón

Mayor Tonita Gurulé-Girón advised that the statement idea for this workshop, hopefully for the future of this Council and for the City of Las Vegas was to work together for the City of Las Vegas, put the pain and hurt in the past and begin with healing that would start with the Governing Body as community leaders.

She stated that they need to remember that today is the first day of the rest of our lives, and it was important to make the best of every moment and that they were elected to serve the people of Las Vegas in moving the City forward.

Mayor Gurulé-Girón asked that this new administration move in the right path, a positive path, a path of stability and to restore the respect of the offices they hold and earn the public's confidence as a team. She advised that in the next two years they need to work as a team and make a difference and put their differences aside and to create a system of doing the City's business civilly and professionally with a plan and also with the highest degree of integrity and honor. She advised that former City Manager and Harmony Solutions Representative, Tim Dodge would be presenting the workshop.

Mr. Tim Dodge thanked everyone for being there and advised that he had worked with communities that have had divided Councils and Councils with varied opinions. He stated to the governing body that the only thing that would make this community a success would be to understand that they were elected to lobby constituent issues and come to a consensus and get behind that consensus and work together civilly. Mr. Dodge advised that sometimes arguments will at times transpire and stated that Mr. Greg Stuart would talk about ways of body chemistry and how it works, and how to approach matters in the the state of happiness or anger. He explained that those were some of the skills that they wanted to build

with the Council and advised that this facilitation was being covered by Dr. Brown-Sunrise Medical Clinic, Harmony Solutions, Charlie's Spic & Span and himself and that there would be no cost to the City of Las Vegas.

Mr. Dodge explained that the reason for the workshop was because Dr. Brown and Sunrise Medical Clinic believe in trying to create a healthy community and that it should start with the governing body as the leaders of the community. He stated that there are many important issues to address and one of the most critical issues was the opioid epidemic in the City and stated that in his opinion was one of the most important to move Las Vegas forward and asked the governing body if the harmony of working together was good.

Council members advised that the working harmony between them was not good and believed it could be repaired and brief discussion took place on how this workshop would offer options on how to handle conflicts between the governing body.

Councilor Casey asked Mayor Gurulé-Girón why they were having this meeting today instead of having the Re-Organizational meeting the next day with the Regular Council meeting which would allow them to be in compliance with the City Charter and meeting the deadline.

Mayor Gurulé-Girón stated that she had put her life aside to accommodate Council in the past and that at this point and time she schedules meetings according to her schedule and stated that the reorganizational meeting had been held and that no one showed up.

Mr. Dodge stated that according to the City Charter, the reorganizational meeting should have been held by May 8th.

Councilor Casey advised Mr. Dodge that he was mistaken and that the City Charter read: "*Section 2.07. Governing Body Procedures. A. Organizational Meeting. The Governing Body, at the first meeting following a municipal election, shall convene for the purpose of organizing, reviewing the mission and vision statement, reviewing the top ten priorities of the previously elected Governing Body, and confirming the appointment of the city manager and the appointed officers.*" , therefore should have been called by the next regular meeting. She stated that Mayor Gurulé-Girón did call the meeting for the 4th although only gave a 3 day

notice, leaving no time for the three Councilors to change plans that had already been scheduled.

Discussion took place regarding the issues that occur of not having consistency, due to going by the City Charter, Rules of the Governing Body or State Statute.

Harmony Solutions representative Greg Stuart gave a presentation and an exercise regarding the body chemistry creating cortisol in negative environments pertaining to the governing body.

Lengthy discussion took place regarding the dysfunction that was occurring between the governing body members and the lack of trust as well.

Mr. Dodge advised that at the end of the session an improvement plan would be developed for the governing body and would be an objective for them to work on at the time of a bad situation and would give them guidance on how to address it.

Harmony Solutions representatives Stuart and Tim Dodge continued with the exercise regarding various levels that could be taken by the governing body to trust in order to co-create.

Mr. Dodge stated that people see you in different ways at different stages of an argument and mentioned that he was the former City Manager of Las Vegas and considered this community his and asked councilors what they remembered about him at that time.

Councilor Howell advised that he remembered that whenever he and Mr. Dodge individually spoke, he would write down what he asked for and most times accomplish it.

Councilor Casey advised that there were two things that she remembered about him, one being extremely helpful in creating an MOU with the Health Council and really appreciated that although the other was at the time that the CASA organization was located at Rodriguez Park when he wanted them to leave, was very rude.

Councilor Romero advised that the first thing he remembered about Mr. Dodge was when he worked with him as Treasurer of La Plaza Little League at the time of

negotiating with JC's Pizza for concession and were very instrumental in that and also helped out with donations.

Councilor Ulibarri, Jr. advised that he did not know too much about Mr. Dodge, only seeing him at the time he had his bar business and when his current business was involved in a clean up regarding the property of Mr. Ortega and stated that he had done a good job on that.

Mayor Gurulé-Girón advised that she had worked with Mr. Dodge longer than anyone there and mentioned that he was very brusque, they did not agree on a lot of situations and how he handled them because she was always looking in making sure they provided a degree of respect. She stated that he was very rude and did not appreciate that about him although appreciated his preparedness at meetings, was very thorough and could respond to any questions the majority of the time. Mayor Gurulé-Girón advised that the community felt offended by him for being so strong although she realized that he was an exceptional competent City Manager.

Mr. Dodge provided a list of his accomplishments in 9 months and advised that the community would not remember his accomplishments but would remember how they were treated, how rude he was to them and that was why we needed to recognize those things about ourselves and get past that.

Lengthy discussion took place regarding many issues regarding the City Charter and the many inconsistencies that are involved with it.

Mr. Stuart continued with a group exercise with the governing body regarding positive/negative aspects when being involved in a group prior to being a part of the governing body.

Mayor Gurulé-Girón opened the meeting up for discussion.

Dolores Ortega, Highlands University Associate Professor of Social Work advised that she and one of her students were there to observe and understand the representative body of our community. Ms. Ortega informed that she was also the founder and Director of The Adoptive Foster Spiritual Support Program and worked in the community addressing very serious critical issues that affect children and advised that the non-profit organization supported children, whose parents were incarcerated for serving long prison terms, providing them with many services.

Ms. Ortega advised that she would be teaching a class on organizational theory and was there to have a viable type of presentation to take back to the classroom for graduates and undergraduates in the Social Work field. She advised that she was dismayed by the real struggles that this board was experiencing, which was flowing back into the community. She spoke of the bombardment of complicated struggles that the whole community was experiencing and hoped that the board would open up the communication, work in solidarity and keep in mind that there were people in Las Vegas who really depend on them and to move towards wellness. Ms. Ortega stated that she saw organizational dysfunction, difference of opinions and did not see basic human respect from this board. She expressed that she was not only a Social Worker but also an advocate and added that we have children, elders and constituents that do not have the resources and hoped that the board could come together and avoid our children from having a negative view of our political leaders and to come together for the betterment of the community.

Audience member: He advised he immediately noticed conflict, by the governing body sitting spread apart, that the board members have lived in this community for many years and stated that he realized that there was some respect and looked forward to seeing what the future brings.

Audience member: She advised that she loved politics and loved to vote in order to help make our community better and stated that the governing body did not have an easy job. She stated that there were disagreements although was in support of the Mayor and the governing body and hoped they would make good decisions for our community.

Break was taken at 10:45 a.m.

Meeting reconvened at 11:30 a.m.

1. Discussion on the City of Las Vegas Structure and review of the Organizational Chart.

To optimize communications and efficiency, it is important that the whole organization understand the organizational structure, including the authority and responsibility of each member. An organizational chart will give a clear picture of how information will flow in the City of Las Vegas.

2. Review rules and procedures of decorum, and code of conduct.

The Governing Body was provided a list of rules and procedures of decorum for the Governing Body to consider adopting. It is essential for the governing body to embrace and adhere to rules of decorum, which foster respectful, civil behavior within the organization. Each participant was asked to complete a 30 minute Leadership Assessment prior to the meeting. The results will be used to help complete the code of conduct.

The governing body recessed at 1:30 p.m.

The meeting reconvened at 1:40 p.m.

3. Conduct a S.W.O.T. Analysis

The Governing Body was guided through an analytical process of evaluating the perceptions of the City's internal strengths & weaknesses, along with external opportunities and threats. This information will be used to develop an improvement plan.

4. Improvement plan process

Harmony Solutions stated they would take the goals and objectives of the March 2017 retreat, along with the SWOT analysis, of the May 2018 workshop and turn them into an action plan. This "tool" will help ensure follow through with the goals by creating a systematic process of reporting on the progression of the goal achievement.

EXECUTIVE SESSION

Interim City Manager Gallegos advised that there was no need for Executive Session.

ADJOURN

Councilor Casey made a motion to adjourn. Councilor Howell seconded the motion. Mayor Gurulé-Girón asked for roll call. Roll Call Vote was taken and reflected the following:

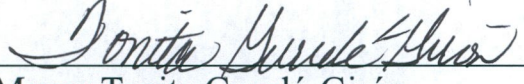
David G. Romero
Vincent Howell

Yes
Yes

David A. Ulibarri, Jr.
Barbara A. Casey

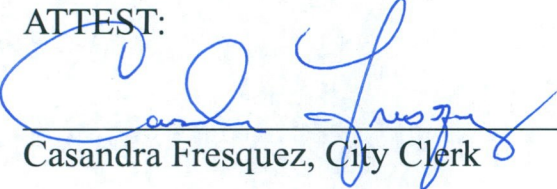
Yes
Yes

Interim City Manager Gallegos re-read the motion and advised that the motion carried.



Mayor Tonita Gurulé-Girón

ATTEST:



Casandra Fresquez, City Clerk